

STATE OF NEW YORK

9401

2025-2026 Regular Sessions

IN ASSEMBLY

December 19, 2025

Introduced by M. of A. HOOKS -- read once and referred to the Committee on Labor

AN ACT to amend the labor law, in relation to requiring employers and third-party websites, job boards and recruitment platforms to remove inactive job postings within a certain timeframe

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

1 Section 1. The labor law is amended by adding a new section 211-b to
2 read as follows:

3 § 211-b. Removal of inactive job postings. 1. For purposes of this
4 section, a job posting shall be deemed inactive when:

5 (a) the employer has filled the position;

6 (b) the employer no longer intends to hire for the position;

7 (c) the position has been eliminated or frozen, or funding for such
8 position has been withdrawn; or

9 (d) the posting was published in error.

10 2. An employer who publicly advertises a job posting shall remove such
11 posting within fourteen days after the posting no longer represents an
12 active, bona fide vacancy.

13 3. Where an employer utilizes a third-party website, job board, or
14 recruitment platform to advertise a job posting, the employer shall
15 notify such third-party within seven days after a job posting becomes
16 inactive and such third-party shall remove the posting within seven days
17 of receiving such notice.

18 4. Nothing in this section shall be construed to prohibit an employer
19 from maintaining postings:

20 (a) for positions with multiple vacancies;

21 (b) for positions with rolling or continuous recruitment, provided the
22 employer clearly discloses such status in the posting; or

23 (c) required by law or collective bargaining agreements.

EXPLANATION--Matter in italics (underscored) is new; matter in brackets
[-] is old law to be omitted.

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1 5. The commissioner shall have the authority to enforce this section.
2 Upon a finding that a violation of this section has occurred, the
3 commissioner may issue:

4 (a) an order directing removal of the inactive posting;
5 (b) a cease-and-desist order; and
6 (c) an administrative fine of not less than one thousand dollars for
7 each violation.

8 6. The commissioner is authorized and directed to promulgate any rules
9 and regulations necessary to implement the provisions of this section.

10 § 2. This act shall take effect immediately.